

**MOTION BY SUPERVISORS YVONNE B. BURKE AND
DON KNABE****MAY 10, 2006**

The Chief Administrative Officer has recommended in the 2006-2007 Proposed Budget the addition of 36 officers to the Health Services, Parks Services, and Facilities Services Bureaus within the Office of Public Safety ("OPS"). These additional officers will provide essential services to members of the public and County employees who utilize and work at these facilities. However, the addition of these 36 officers will raise the total number of vacancies to 116 positions.

Throughout the County and the State of California, many jurisdictions are aggressively hiring law enforcement officers to complement their existing cadre. As a result, recruitment for candidates in various law enforcement positions has become competitive and increasingly difficult. In order to fill these vacant positions, the OPS must not only develop a strategic hiring plan with measurable goals, but also have the staff necessary to implement these plans.

The Recruitment Unit and the Background Investigations Unit of the OPS is currently staffed with five officers. In order to meet the Board directive to fill all 116 officer vacancies, the OPS is requesting five additional sworn personnel and two clerks to be added to these Units. In addition, \$276,000 is being requested for office supplies, advertising, job fair fees, and vehicles.

THEREFORE WE MOVE THAT THE BOARD OF SUPERVISORS:

Direct the Chief Administrative Officer to report back with an analysis of any additional funding for OPS's recruitment and background investigations unit, including best practices for filling vacancies in conjunction with Department of Human Resources (DHR), and

Direct OPS and the Director of DHR to develop a recruitment strategic plan with measurable goals prior to the commencement of budget proceedings, and to report quarterly to the Board of Supervisors with the status of its recruitment efforts and expenditures.

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MOLINA _____

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